

CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

September 1984
No. 46



Why Presser Made Secret Contract Extension Deal

On August 15 TDU exposed that Jackie Presser had secretly met with United Parcel Service management and agreed to their proposal for a three year extension of the contract with modifications. The deal was cut without the knowledge of a single one of the 90,000 Teamsters covered.

Before anyone knew negotiations had begun, they were over! Presser had the 90,000 ballots ready and waiting to be shipped within hours after the Chicago meeting with officials. When some officials got upset about this procedure, Presser told them that he did not intend to "get burned again" as he did on the relief rider last year. In other words, he would ram it through before the members had a chance to think about it.

As Hartford Local 671 Sec.-Treas. Richard Robidoux pointed out, "It was done in a phone booth by four people. We have never done things that way. I would hope that people turn the ballots in and vote no."

Opposition Grows

Although members were caught off guard, opposition sprang up quickly. TDU distributed 15,000 copies of a national bulletin on August 17. Local meetings were hastily called in some areas (less than 48 hours after officers first heard about the deal) and a number of large locals were solidly opposed. Cleveland Local 407, Columbus Local 413 and Des Moines Local 90 voted to go on record against and send a letter to all members urging them to vote "No."

Locals throughout New England reported solid opposition, and the

largest UPS local in the country, New York Local 804, is against the agreement. As soon as news was received, TDU's network went into action organizing the opposition in nearly 100 locals.

Fistful of Dollars

Thousands of Teamsters will see or hear nothing more about this contract than Presser's PR packet that went out with the ballots. It features such tricks as a handwriting across it saying the "Best Contract Ever Negotiated" and a picture of a hand bulging with dollars.

The come on in this deal is a \$1,000 bonus (before taxes) for fulltime employees and \$500 for part-time. The deal continues all of the concessions made in 1982 to the nation's most profitable trucking company. The Cost of Living will continue to be diverted to the health and welfare and pension plans, and the two tier wage scale will remain.

The offer provides for 68c-50c-50c over three years. The *Wall Street Journal* noted that this is only 5%-3.5%-3.5% in increases.

More important to many UPS employees is getting improved job protection, benefits, time off and an end to management's harassment and destruction of the contract. The agreement does absolutely nothing on all these issues.

Presser Admits Dissatisfaction

Presser practically congratulated TDU, concerned rank and file members and the few outspoken officers in a letter sent with the ballots. He said that over the last year he had become

"vividly aware of our members' dissatisfaction with the contract." That's why, he admitted, there is money in the deal.

This is a key point and shows us that we need to be organized to make that dissatisfaction a positive and effective force. Now more than ever we need to organize from bottom to top. Only solid organization, where members are

Teamsters Beware!

Sneak Attack Used to Sell Concessions

Jackie Presser is a man full of tricks. Last year it was the "Relief Rider." This year it's the "Sneak Attack," designed to impose contracts on the membership.

It works like this: long before the contract expires, you arrange secret meetings with the employer, settle on the employers' terms, and quietly print up ballots.

Then you call the local officers together for the surprise announcement, and mail ballots out the very next day, to catch the membership totally off guard. All they will know is what the PR Department mails them, and what the employer tells them!

This new trick has just been tested on UPS Teamsters. Freight, carhaul and others...beware! The time for organizing and preparing for the national contracts is now not next winter or spring. The place to begin is the TDU Rank & File Convention on October 13-14, where we will make

prepared to get the word out, hold meetings and build united opposition to this kind of "jam it down their throats" tactic by Presser and the International will prevent it in the future.

At the local level, where officers back up their members, they are not at

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Contract Unity Meeting in Cleveland

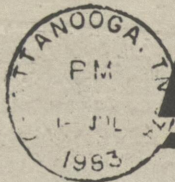
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From the Members

TDU: Best Way To Democracy

An activist recently wrote that "democracy is a skill, something you learn and do. You don't do it, you don't have it."

I have found no better way to bring democracy to the Teamsters Union than through TDU. Only TDU provides the support and "strength in numbers" that is needed to make unresponsive officers and BAs do their job or be put out of their overpaid

positions.

Do yourself a favor: support and join TDU! Learn democracy and make your union work for you! And if at all possible attend the TDU Convention in Chicago and see for yourself how exciting and attainable a free and open union can be!

Bill O'Brien
Formerly Local 191
94 Charlton St.
Stratford, Connecticut

P.S. Former and present UPS employees please send me your "horror stories."

Working People Take Pride!

I believe it is time that working people take pride in their achievements. We can all be proud of our work, our friendships, and our concern for America. No one has the right or the strength to take this spirit away from us: stand up and be proud!

Jim Reynolds
Local 804
Rye, New York

Need Right to Elect Stewards

I am one of many here in Local 445 in New York who feel that our stewards should be elected by the membership, not appointed by the BAs.

As it stands in our local now, stewards are appointed and unfortunately, sometimes represent the interests of the BA and not the position of the members. Sometimes they do this out of fear of making waves, at other times because they will lose special favors, like getting a vacation day without going through the three day waiting period, from the company.

Myself and almost everybody else here at McLean's feel we are losing our spokesman. It's gotten to the point where if we don't speak up for ourselves, nobody else will.

What we want is simply the right to elect a steward who will reflect the wishes of the members. If the steward fails to do this, we should have the right to remove him.

A by-law amendment for elected stewards was introduced to Local 445 in the beginning of the year. According to the proper procedures it should be up for a vote on September 14, 1984 at 8:30 p.m. at the local hall in Newburgh.

If you feel that you want to be heard on this issue, be sure to attend the meeting and vote for the right to elect your stewards.

John O'Brien
Local 445, McLean Trucking
Highland, New York

Thanks to TDU Friends

Please print this thank you to the "Friends of TDU" who sent the beautiful floral spray to my mother's funeral service. It was very thoughtful and most appreciated.

Bob Hasegawa
Seattle, Washington TDU

Send your letters to *Convoy Dispatch*. Other Teamsters would like to hear your opinions on the state of the union. We reserve the right to cut letters due to space considerations.

Disagree With CD Article

In your July-August issue of *CD* is an article referring to the *Simpson Mazzoli Immigration Act* by Mike Johnston, the West Coast TDU Organizer. This article is *not* in the interest of organized labor! I do not believe Mr. Johnston is well informed on this issue. Why should illegal aliens be rewarded for violating our laws? We have to educate their children, and other social programs cost U.S. taxpayers plenty of money.

Most illegal aliens' employers are non-union anyway. I have fought this amnesty issue for over ten years. Having lived 150 miles from the Mexican border for most of my life (65 years) I have seen the increased influx of illegal aliens.

I have, and I hope others will, write to their Congressman and oppose amnesty. This article should never have been printed in *Convoy Dispatch*.

A Reader
Texas

Editor's Note: Johnston's article on the Simpson Mazzoli Act urged opposition to it on the grounds that 1) It provides for a "guest worker" program like the old bracero program



We'll Be There! Members from the Hudson Valley New York TDU Chapter are travelling to Chicago for the TDU Rank and File Convention on October 13 and 14. Make plans to join them. For more information, see page 6.

From left to right: Bill Gulley, J.R. Saylor, Paul Teneyck, B. Rahm, T. McDunner, John O'Brien, D. Gargulio, and Robert Castaldo.

which would bring in foreign workers who would have no right to organize or strike (this is the reason the AFL-CIO opposes the bill); 2) The sanctions against employers who hire undocumented persons will lead to discrimination against Hispanics and "foreign looking" people; and 3) Studies have shown that undocumented workers are not to blame for unemployment in the U.S.

TDU Steering Committee

Co-Chairs:

Doug Allan, #208
Mike Belzer, #705
Pete Camarata, #299
Bilal Chaka, #692

Organizer:

Ken Paff, #407

Trustees:

Dom Buscemi, #773
Mike Friedman, #407
Maralee Smith, #142

Members:

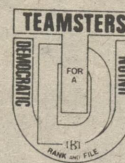
Jerry Bliss, #337
Cliff Coonley, #600
Jerry Gaimari, #404
Linda Gregg, #435
Charles Helton, #515
Kyle Ray, #413
Jim Wardell, #710

Alternates:

Emil Abate, #853
Brian Elliott, #966

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS**.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1983 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights**, then how about joining us?

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

Congress Passes Pension Reform

On August 8, 1984 Congress passed the Retirement Equity Act, a reform bill which extends pension protection to more women and benefits all workers by lowering participation ages. The Act was hailed by Ann Moss (director of the Women's Pension Project) of the Pension Rights Center as one of the most significant pieces of pension reform to pass in this decade.

The bill will: 1) Lower the participation age from 25 to 21 and lower the age at which the plan begins to count service from 21 to 18. These provisions mean that all workers will begin accruing pension credit at an earlier age. Both provisions are especially beneficial to women who often work primarily when they are young and then take off time for child bearing.

2) Extend the break in service time. Until now the ERISA break in service rule allowed employees to retain

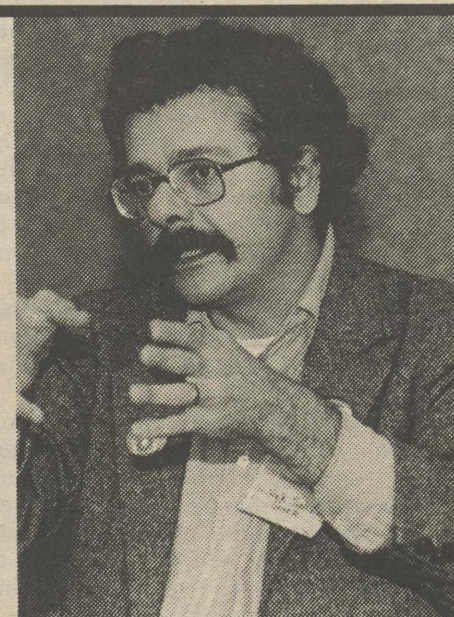
service credit only if they took less time off than they had previously worked. Thus, if a worker had three years service and then took off four years, the three years could not be added to later years to determine service credit. Now, employees with less than five years service will be able to take off up to five years without losing credit.

3) Grants survivor benefits to the spouse of anyone who has worked long enough to have a vested pension. The previous rules did not require pensions to offer survivor benefits unless the worker had reached early retirement age, generally 55.

4) Offers added protection to divorced spouses. An example of this is the provision offering survivor benefits to any spouse who gets divorced after the pensioner reached retirement age.

Nick Salvatore, Professor of History
New York State School
of Industrial Relations
Cornell University

I am looking forward to this year's Convention because as a former Teamster I think that this rank and file movement represents the best of the IBT. Last year I was incredibly impressed by the commitment and dedication TDU members have to building a strong and democratic union that will work for all Teamsters, and this year I am excited about meeting again to continue that work.



Judge Puts Presser's "Blast" on Notice

On July 17 Judge Irwin H. Burdick of Detroit told attorneys for Jackie Presser's Blast squad that he would issue an injunction against Blast "on two or three hours notice" if any Blast-ers attempt to block the doors or force their way into TDU meetings or events. At the same time he discredited a Blast claim of a legal right for Blast members to join TDU, although he did not throw their claim out of court.

TDU started a lawsuit against Blast after the TDU Rank & File Convention last year was visited by the Blast squad, most of them coming from Ohio on busses sent from union halls loyal to Presser. Testimony at the hearing also showed that Blast attempted to disrupt TDU meetings in Detroit. Testimony was given at hearings in April and July in the trial.

TDU initially obtained a temporary restraining order (TRO) against such Blast activities, and this, along with the ongoing lawsuit, has been effective in preventing any recurrences. The lawsuit will continue on, with TDU seeking monetary damages.

Blast presented only three witnesses (against TDU's ten) all three of whom testified they were far away and couldn't see much. No Blast witness denied that Blast was formed for the purpose of opposing TDU, and has used violence against it. One Blast witness admitted that Blast "brains" Richard Leebowe (he writes their newspaper, etc.) "volunteers" all his time for Blast. Conveniently, Leebowe is on the payroll of Bobby Holmes at Local 337 while he's "volunteering" Blast duty.

Blast responded with a ludicrous claim that its members and supporters have a legal right to join TDU and come to TDU meetings. Judge Burdick, without specifically ruling on the Blast claim, ruled that TDU has a legal right to exclude them. Meanwhile, the president of national Blast, Jim Reece, failed to answer the lawsuit, putting him in default.

As a matter of policy TDU of course encourages all Teamsters and spouses to join to fight for a better union. But people whose avowed purpose is to try to destroy the organization have always been kept out and always will be. Blast members and supporters are not permitted to enter any TDU meetings or events.

In giving his decision in July, Judge Burdick did not grant or deny TDU's motion for a preliminary injunction. Instead he adjourned (postponed) the matter, with the warning to Blast. Additionally, he ruled that his jurisdiction extends to Blast activities in all states of the U.S.

The TDU Steering Committee, which met on July 21, reviewed the results of the lawsuit so far, and thanked the TDUs who took the time to testify and especially attorney Ellis Boal for the excellent work.

TDU moved ahead on another legal front in August when the NLRB issued complaints against the Ohio Conference of Teamsters, the Michigan Conference of Teamsters, and several Teamster locals for conspiring to support Blast activities in violation of federal law. A trial is scheduled.

Legal Briefs

House Approves Surface Transportation Act Amendment.

An amendment to the Surface Transportation Act was passed by the House of Representatives on August 6. The bill was initiated by Representative Geraldine Ferraro (D-N.Y.), Democratic Vice-Presidential candidate.

Under the bill, state governors would be allowed to petition for exemption of older Interstate highways from the designated route system. They would have to provide evidence that operation of longer, wider trailers and tandem trailers presented a safety hazard. The bill is reportedly aimed at older Interstate highways in the northeast.

A portion of the Surface Transportation Assistance Act allowed that 102-inch wide and 48-foot long trailers be allowed on all Interstate highways.

Problems With H&W Due to Employer Delinquency?

If you have had your health and welfare coverage suspended or cut off by the Central States, Southeast and Southwest Areas H&W Fund because your employer is delinquent on making payments to the Fund, please contact the TDU office.

Since 1981 a lawsuit has been in progress by some TDU members against the Fund for its policy of cutoff of benefits to members whose employers fail to live up to the contract. Our position is that the Fund should take all reasonable measures to collect the money before resorting to a cutoff of members' and their families' health protection.

TDUer Files Suit Over Steward Position.

In a blatant violation of her rights under the Landrum-Griffin Act, Maralee Smith, TDU International Steering Committee member, was removed from her job as elected steward. Smith was told by Sawochka, the Sec.-Treas. of 142, that the reason for her removal from office was her TDU membership.

After unsuccessfully pursuing internal union charges Smith, working with attorneys Robin Potter of Chicago and Paul Levy of Washington D.C., filed suit in Federal Court in Indiana seeking restoration of her job as steward.

Virginia TDUs Suing Over Layoffs by Smith's Transfer.

In the past two years members of the Staunton, Virginia TDU chapter have raised over \$12,500 to fight a lawsuit filed against Smith's Transfer and Teamsters Local 29. Two years ago Smith's laid off over 200 drivers in violation of a change of operations agreement. So far, the members have survived motions for summary judgements filed by the union and company and the case is proceeding to trial. A motion for class certification and papers requesting detailed financial records of the company will be filed the first week of September.

Washington Office

This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612
Washington, D.C. 20036
(202) 785-3707

Virginia Teamsters Stop Smith's Transfer's Relief Rider

Last year Jackie Presser signed the "Relief Rider" to the NMFA, but TDU organized a national campaign and the rank and file voted it down by an 88% margin. That killed it right? Not quite. Smith's Transfer, one of the nation's largest freight carriers, recently tried to push a version of the "Relief Rider" on road drivers at Smith's home terminal and home office in Staunton, Virginia.

But on August 13 the 260 road drivers out of Local 29 voted no by a 73% margin, preserving the NMFA at Smith's.

Driver Don Landis, who was outspoken against the rider, explained why it was voted down: "Management really wanted this deal, and they even had vice presidents calling up drivers to get them to vote for it. But most of us felt that we had to draw the line someplace to save the contract."

"We were also thinking about how this would hurt other Smith's drivers. I thought the company might retaliate for voting it down, but so far they have not. In fact, four days after the vote

they called every laid off man back to work. Some had been off for four years."

Breaking the Ice

Ironically, the president of Local 29 admitted that the deal (which he

"We felt that we had to draw the line someplace..."

signed!) would spread if it passed. "We are trying to break the ice here," he stated. He claimed that the deal would somehow create jobs, just as Presser did last year. The deal was closely watched nationally, and reported on in the *Journal of Commerce* as a way to bring the "Relief Rider" back through the backdoor.

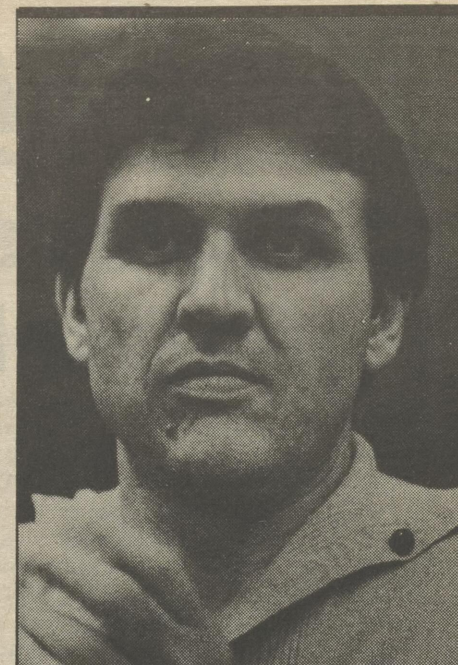
Drivers contacted at other large

Smith's terminals were very happy with the rank and file victory. Columbus driver Larry Tomlin said, "The whole deal stinks. It was Presser's rider all over again."

"Here in Columbus people felt it would hurt us real bad, and people were talking about filing a lawsuit or having a shutdown if it went through. Now thanks to the good sense of the Virginia drivers it was stopped. It's good news."

Ray Toby, the road steward at Louisville, Kentucky, said he was "Extremely pleased and happy that people didn't buy what they were trying to sell."

The proposed rider was not exactly identical to the "Relief Rider" of last year. It only covered road drivers and it had the two tier principle with the top 200 drivers retaining the NMFA, but lower seniority drivers cut from 32c to 20.88c per mile. This deal would also have cut pension and health and welfare benefits drastically, in addition to other cuts.



Kyle Ray, Smith's Transfer Local 413, Columbus, Ohio

Now we should get together for the upcoming contract. I'd like to see Smith's drivers and dockhands from all around the system at the Convention. There will be a meeting of Smith's employees there, so make plans now!



Members picket in front of the Local 519 union hall.

Protest "Dictatorship, No Representation"

Knoxville Rank & File Picket Local Union

On July 30 the officers of Teamsters Local 519 of Knoxville, Tenn. did not report to work, as they found a picket line of angry members at the union hall. Local President George Moir admitted that, "They've just given us an extra day off."

The rank and filers who manned the picket line, usually about 15 strong per shift, stated that Moir doesn't do much work for the membership anyway. They report that he unilaterally changed the bylaws, instead of using those approved by the membership, and that he and the secretary-treasurer got raises in salary that were never approved by the executive board or the membership.

The union officers went to court and got a temporary restraining order to stop the picketing, but on August 13-14 the picket line was back up, after a judge ruled that peaceful picketing would be legal and only violence and

intimidation would be enjoined.

The picketers were from Roadway, Ryder/PIE, UPS, construction, and other crafts. They report that representation is down to zero, that the hall is run by favoritism and discrimination, and that the officers are feathering their own nests. They brought these charges up front in their answer to the complaint filed in court. The union then sought to settle the court matter and did so.

"We've gotten the attention of the members and a lot of support," one picketer stated. "We'd like to see the International look into what's happening here in Local 519. It's a serious situation."

Aside from enjoying extra time off, Moir said the picketers were just disgruntled. He also hired a security agency called Southern Protective Services Inc., and used a police escort when he did return to the union hall.

Working Under the Gun at Atlanta McLean

Over the last several weeks we have received many letters from McLean employees who are suffering a vicious attack by management. From local after local comes the same story, and nearly all those sending letters wish to remain anonymous because the union may not protect their right to speak.

I am a dock worker under the gun at McLean Trucking in Atlanta. There are more and more of us everyday, waiting for the next letter to come and watching as one man after another is suspended or discharged.

I never thought working on the dock could turn into such a nightmare for myself and my family. I've put years of service into the company and have never been considered a bad employee. I have always put in a hard day's work and minded my own business. Up until a few months ago I liked my job—that's until the company put me under the gun.

Back in May our Terminal Operations Manager Hugh Sawyer made a speech to the employees. He asked those who could not produce like the company wanted them to resign or retire, and said that the company would be moving a lot more freight in the coming months.

Getting the Message

Well, we all began to work harder and productivity was way up. Some men were beginning to get a lot of letters for failure to follow instructions, or for not "putting in a fair day's work for a fair day's pay." We all got the message.

A month later the Assistant Terminal Operations manager came up to me and asked when I was going to resign or retire. He said I was too old to work for them anymore, looked at my dock performance log and said things looked real bad for me.

Since that day, every day at work has been a nightmare. I've received 12 letters in two months from every supervisor up and down the dock. Many of my brothers have received more letters in this time. Every night I'm under tremendous pressure to not make the tiniest mistake. Every day I feel like a slave and am treated worse than an animal on the dock. It has begun to wear on my wife and children as well.

Where Is Weldon Mathis?

Many of us have tried to grieve these letters to no avail. It's been my understanding that discipline over production is in violation of Article 20 of the Master Freight Agreement. When is our union going to stand up and fight for it's members? Where is Weldon Mathis, president of our local? Isn't his position on the National Negotiating Committee worth anything?

In the June issue of the *International Teamster* Jackie Presser said, "Never mistake kindness for weakness because I am not weak, I am tough, just as this International Union is, and we can take tough times." I would like to ask Mr. Presser, "Is it kind to allow McLean to terrorize its employees?" Is it tough to allow McLean to violate the contract? Are you tough enough to put an end to the inhuman conditions, never ending harassment and restore dignity to the workers.

I don't want to lose my job, but I will not lose my dignity. I want to do my job and do it well. I want to enjoy going to work again and be friendly with my co-workers and then go home to enjoy my leisure time. Right now the job stress is driving me crazy.

—McLean Dockworker
Atlanta, Georgia
Local 728

ITU Members Vote for Anti-Merger Candidate

Why Presser's ITU Merger Effort Failed

Until last month no group of rank and file union members has ever had a chance to vote whether or not they wanted Jackie Presser to be an officer. But in July 75,000 members of the International Typographical Union (ITU) got the opportunity and made their choice clear.

Presser has put a solid year of hype and money into trying to get the ITU to merge with the Teamsters. He has also run 8½ pages in the *International Teamster* magazine bragging how the pro-merger forces would win the election, he sent letters to all ITU members and stepped into their election campaign, held 11 conferences to sell the merger, set up a toll-free hotline, and published tons of public relations materials. He denounced those in the ITU against him as a "small contingent," and he used the method of offering lucrative money to the ITU officers.

This was Presser's number one organizing priority, but in July he was clobbered by a ITU membership vote of 28,167-15,296. The membership elected candidate Robert McMichen who ran on a platform of opposition to Presser's merger.

How to Buy a Union

Heather Dean, Executive Board member of the large Toronto ITU local, commented on what turned people against the Teamster merger. "One thing that disturbed many people was the unspecified 'suitable remunerations' that top ITU officers were promised in the deal. And when some

of our members pinned them down, they admitted they had been promised past-service credits in the lucrative Teamster officer pension plans." In other words ITU officers were being offered big bucks to sign the merger agreement.

Printers elect anti-Teamster as president

By MERRILL HARTSON
Associated Press

WASHINGTON — In a rebuff to Teamster leader Jackie Presser, members of the International Typographical Union elected as president an insurgent who opposes merging the AFL-CIO's oldest affiliate with the truckers union.
Vote totals confirmed Friday by the Labor Department, which monitored

Why It Failed

Why did it fail? Because of democracy, a word Presser does not understand. The ITU is a democratic union. They have the right to *elect their president* and vote on mergers. They have traditions of fair elections and open dissent. Ralph Kessler, editor of the *ITU Retirees Newsletter* in San Francisco, said, "It was a tempting thought to merge with the Teamsters. But as we got closer we saw we would

be losing our democracy. Also, retirees are first class members of our union, and we didn't want to lose that. As time went on, and Presser seemed to be meddling in our election, opposition grew."

Committees in the ITU sprang up to argue pro and con. One committee produced a series of bulletins, one of which detailed problems with the IBT Constitution, such as: 1) Not enough autonomy (all power held by Presser); 2) No majority rule on contracts (2/3 vote) and 3) Restrictions on dissent. Committees noted Presser's salary, his tendency to hire friends and relatives as ghost employees, and his record inside our union. Heather Dean said, "If Presser will turn his back on the master freight people, why wouldn't he do the same to us?"

So in July, despite all the boasting, ITU members voted 2-1 for an opponent of the Teamster deal. They did not reject Teamster *members*. In fact, those who favored being absorbed into the Teamsters were mostly mailroom employees who have direct contact with rank and file Teamster drivers. Rather, they rejected the undemo-

cratic structures and tactics of the top Teamster leadership.

The ITU vote shows just how ineffective Presser's organizing has been. Even worse, it has alienated other unions from the Teamsters.

Instead of raiding other unions, we should be *organizing the unorganized in trucking, warehousing, canneries and other Teamster fields*. The effort going into the ITU merger could have gone in this direction.

Most important of all, it shows that the image of overpaid officers in silk suits doesn't really impress anyone — not unorganized workers, not other union members, not politicians. When a huge portion of the union treasury goes to big salaries, officer's pension plans and hiring organizers who are sons of top officials, people lose respect for you. If we are serious about organizing the unorganized, we better get serious about a democratic union that all members and other workers can be proud of.

One place to start is to win the right to elect our president. If you agree, be at the TDU Convention on October 13-14 in Chicago.

Dan Charleston, Signal Delivery
Local 710, Chicago, Illinois

I'm happy to say our chapter is hosting the Convention this year. I hope we'll have a good turnout, and I'd like to invite all Signal Delivery people to our Signal Drivers Committee meeting there. We need your input and we need your support.

National Grievance Committee Decision

CF Given Green Light to Take Road Jobs

Consolidated Freightways has been given the green light by the Teamsters National NMFA Grievance Committee to continue to divert union work to non-union lease operators. The decision was handed down on August 2, 1984. Within days, Roadway Express began the same diversion of work out of their large Stroudsburg, Penn. relay station and in surrounding areas.

Grievance #N8-84-E5, *Charlotte Local 71 v CF* sets the guideline for the widespread diversion of work, which CF has expanded nationwide in recent months.

Charlotte Local 71 road steward Herman Walker commented, "It's a raw deal. They are rewriting Article 32 instead of living by the contract." Road drivers throughout the system echoed the sentiment.

The decision provides four guidelines on the leasor operations. One states that Teamsters should do the switching/hostling and the company will have to pay ½ hour of OT pay if the leasors are caught doing it. The dock steward at the Sacramento, Calif. breakbulk felt this might at least stop the leasors from spotting and pulling trailers from the dock.

Other points specify that runaround pay will begin after 10 hours at a

foreign terminal, and 1 hour after the driver becomes available when at home.

The guidelines miss the whole point. Article 32 of the national contract is designed to protect against subcontracting out jobs, and states that the use of other means to haul overflow loads "shall not be used as subterfuge to undermine this agreement." This is exactly what is happening. This decision will be reviewed in 120 days providing an opportunity for change.

The national grievance panel is chaired by a certain Jackie Presser. This is the same man who signed the relief rider last year, which we voted down by 88%. He claimed he wanted to save jobs.

He should explain how giving away thousands of union jobs—as this likely will spread to other carriers now—will save jobs.

CF Teamsters to Meet

Maybe he will get his chance to do that. Because CF members interested in fighting this decision are meeting at the TDU Convention October 13-14 in Chicago to move ahead on this and other issues. Interested members should contact the TDU office or local chapter.

Freight Lines

Central Transport Opens Another Scab Operation.

CT West has opened up shop in the old IML building in Salt Lake City to operate an LTL system in 11 western states on a non-union basis. So far 14 terminals are being utilized in areas formerly served by IML. Line haul is being done by teams (brokers) and the cartage work at 10 of the terminals is also on an owner operator basis.

What the union is doing is unknown. The carrier is a subsidiary of CT which is covered by the NMFA, including Article 32, which the International claimed at the last contract would eliminate double breasted operations like this. Maybe Presser's plan is to let CT open up so many non-union divisions that CT's owner, Matty Maroun, won't need the union operation anymore. Remember, Presser said freight was his "#1 priority" in the IBT magazine. Maybe that means #1 on the list to be sold out?

Branch Motor Closes Down.

Branch Motor Express has closed down, following a long period of losses due to the recession, deregulation and poor management. The company filed for protection under Chapter 11 bankruptcy laws, and will be liquidating its assets. Branch had instituted an ESOP (Employee Stock Ownership Plan) last year and raised considerable money from employees, who are now left with virtually worthless stock. This also happened at Interstate, where an ESOP was also in effect. Transcon, another major company with an ESOP in effect, was healthier to begin with and is now operating in the black.

October 13 & 14, Chicago, Illinois

TDU Convention 1984

This year's Convention will take place in downtown Chicago and promises to be one of the best ever. If you are not convinced that you should attend, here are ten good reasons why all concerned Teamsters should be in Chicago on October 13-14:

Rebuilding Our Union

Take the opportunity to meet Teamsters from coast to coast who are working to reform our union. The main sessions give you a chance to meet with hundreds of active Teamsters to decide a course for the coming year.

Organizing for Better Contracts

Last year TDU led the fight against Presser's relief rider—and won. The reopening of the UPS contract shows that dramatic events can and will happen and we have to be prepared. Freight, carhaul, cannery and many other contracts are coming up. We will discuss plans of action at special meetings held by contract.

- * Carhauleders
- * Tankhauleders
- * Construction
- * Grocery and Warehouse
- * Freight and Cartage
- * UPS Teamsters
- * Local Contracts
- * Wives
- * And more!



Educational Workshops

Changing our union begins with educating ourselves. Want to know your legal rights? How to make the grievance procedure work? How to mount campaigns in your local union? What about pensions? What's the future for the labor movement and how do we fit in? All workshops are led by experienced labor educators and attorneys, organizers and veterans of the rank and file movement. Workshops offered will be:

- * Your Legal Rights as a Teamster
- * Using the NLRB
- * Using the Grievance Procedure (Arbitration)
- * Using the Grievance Procedure (Panel)
- * Labor History
- * Building Your TDU Chapter
- * Using Chapter Newsletters
- * Road Driver Safety and Health
- * Campaigns for Local Union Office
- * Organizing on the Shopfloor
- * Pensions and Health and Welfare
- * Presser's Policies and the Right to Vote
- * Being Effective at Union Meetings
- * Public Speaking
- * Dealing with Blast and Redbaiting
- * Back Injuries
- * Tactics in Upcoming National Contract Campaigns

Special Events

Many people will be making a vacation out of their trip. You will be in the heart of downtown Chicago, and the 14th floor of the Holiday Inn Mart Plaza will be exclusively reserved for all the Convention meetings and events. We've been able to get special rates for all rooms and meals, and there is protected parking right in the hotel. Taxi and limosine service is available from O'Hare and Midway airports.

You or your family can visit the Museum of Science & Industry, the Natural History Museum, Sears Tower and many other nearby attractions. The best shopping in the Midwest is 4 blocks away on State Street. Many fine restaurants are nearby. Also, there are restaurants, cocktail lounges and shopping right in the hotel building. This will be a bonus of this year's Convention site!

Company Meetings

Special meetings will be held to bring together Teamsters at *UPS, Roadway, CF, Smith's Transfer, Signal Delivery, McLean, Kroger*, and others. Attorneys will be on hand to help. Want a company meeting set up? Contact us. There will also be special meetings dealing with upcoming *Local 705* and *710 contracts*.

Democracy in Action

The Convention will be your chance to discuss, debate and vote on issues that affect you. You'll be



able to vote on TDU's leadership and direction for the next year. All TDU members have a voice and a vote.

Special Friday Events

Special extra workshops will be held Friday, October 12, so come early! You can also take advantage of some of Chicago's attractions. Friday evening we will be together for a special dinner and program on the history of the rank and file Teamster movement. Come early and get an extra chance to learn, meet other Teamsters, TDU attorneys and staff.

Banquet and Social Evening

No Convention is strictly all work. Many life long friendships have been started at TDU Conventions and are renewed every year. Besides the Friday events, we'll have a delicious banquet followed by dancing and partying Saturday evening. Studs Terkel, author and radio personality, will be the Saturday night banquet speaker. Terkel has written extensively about working people and the labor movement from the 1930s to the present and we are proud to announce his appearance at the Convention. This is your chance to experience the friendship and camaraderie of hundreds of Teamsters working for the same goals as yourself, and to have a little fun in the process.

Films and Videos

We'll be running almost continuous showings of entertaining and informative movies and videos directed at union activists. Another excellent chance to learn and be entertained at the same time.

Jackie Presser

He won't be present, but he'll be on our minds! And we'll be making plans to win the *Right to Vote* for our General President.

Register Early, Save \$10

Teamsters and spouses, postmark your registration before October 1 and receive a \$10 reduction in registration fee (\$5 if registering for one day).

Name _____
 Address _____
 City _____ State _____ Zip _____
 Phone () _____ Local # _____

If registering for others, please give same information.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with costs. Those traveling between 500 and 800 miles (one way) receive a \$10 reduction in registration fee. Those travelling over 800 miles receive a \$20 reduction in registration costs. For flight information, contact the national office. (Everyone must pay full housing costs.)

MAIL TO: TDU, BOX 10128, DETROIT, MICHIGAN 48210, Phone: (313) 842-2600

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and also to attend the Rank & File Convention. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

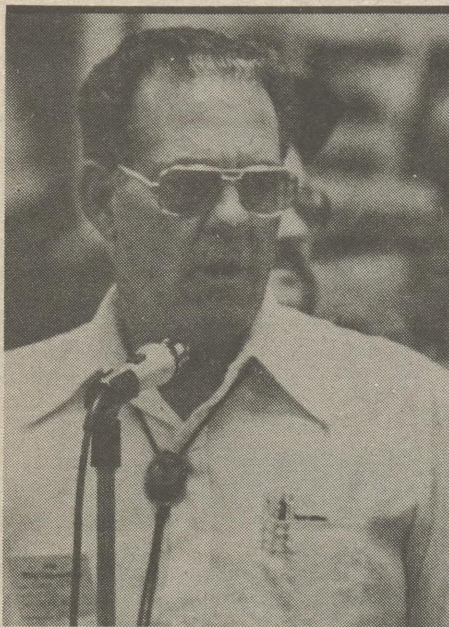
CONVENTION REGISTRATION	# OF PERSONS			TOTAL
Saturday & Sunday	\$70.00	_____	_____	_____
Saturday Only	43.00	_____	_____	_____
Sunday Only	28.00	_____	_____	_____
Fri. Dinner & Sat. Breakfast	16.00	_____	_____	_____
HOUSING COSTS (Includes Tax)				
Single Occupancy	\$60.00	☐	☐	_____
Double Occupancy	60.00	☐	☐	_____
Triple Occupancy	60.00	☐	☐	_____
Quad Occupancy	60.00	☐	☐	_____
(all rooms have 2 double beds)				

CHILDCARE # OF CHILDREN

If you are not a TDU member or if your membership has expired, JOIN NOW! \$25 for a year or \$60 for a three year membership and subscription to Convoy Dispatch.

TOTAL AMOUNT
 Less reduction for early registration and, if eligible, registration reduction due to distant travel.
 TOTAL AMOUNT PAID

We'll Be at the TDU Convention — Shouldn't You?



From Arizona

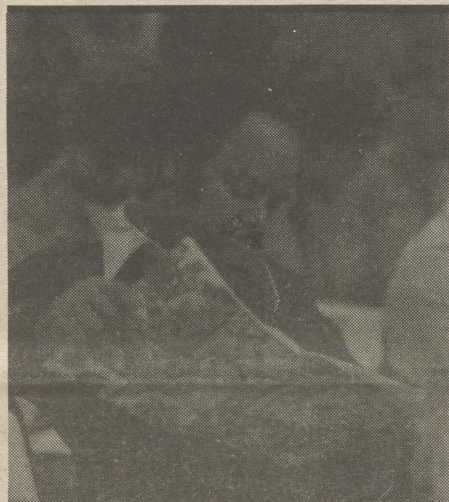
• *Jim Jeter, Construction
Local 83, Phoenix, Arizona*

We have to straighten out our union and get it back to the control of the membership. No one else is working for it, TDU is the only one, and for that reason it is ultimately important to be at the 1984 Convention.



From Pennsylvania

Don Griesmann, John Burke and Dominick Buscemi, Allentown, Pennsylvania Local 773 will be there.



From Illinois

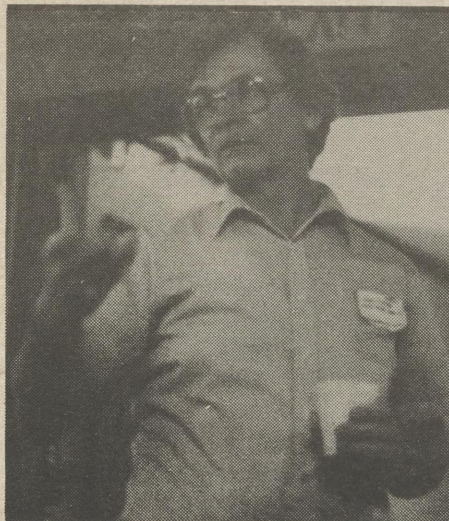
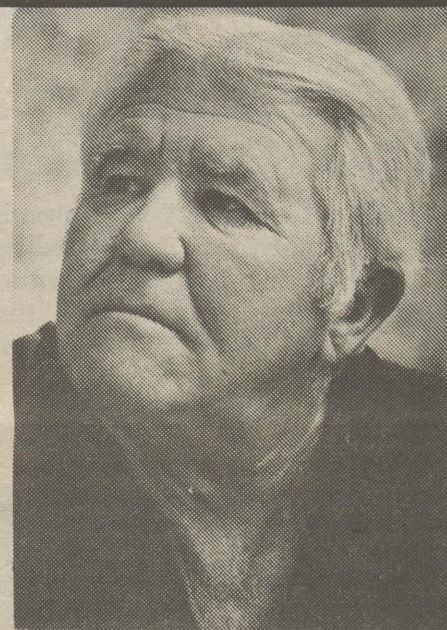
*Travis Armstead, UPS
Local 705, Chicago, Illinois*

We've come a long way in organizing UPSers here in Chicago, and it's no time to stop now. No matter what happens on the contract reopener, we still need the skills, knowledge and communication with other brothers and sisters to enable us to continue our fight for better conditions at UPS and a stronger union.

From California

*Bill Slater, Insured Transporters
Local 315, San Francisco, California*

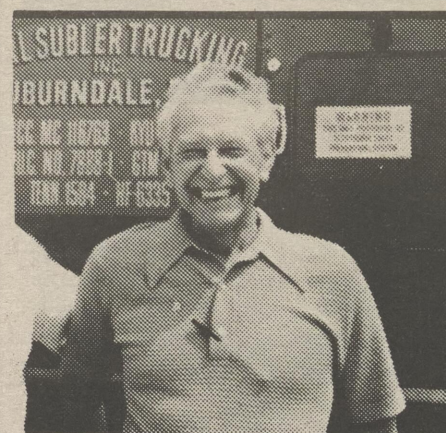
Alongside of Jackie Presser Judas looks like a pillar of integrity. All Teamsters should come to the Convention with me and join in the crusade to rid our union of this moral leper.



From Connecticut

*John Teehan, Red Star Express
Local 671, Hartford, Connecticut*

Everyone should try to make the Convention to see for themselves that it's everyday people behind this organization, and that TDU is there for you, the membership. It's time we realized that this union belongs to us, not the corrupt officials, and that we have to get back to the representation that we used to have. This is what TDU is working for so make every effort to be at the 1984 Convention or send a representative.



From Georgia

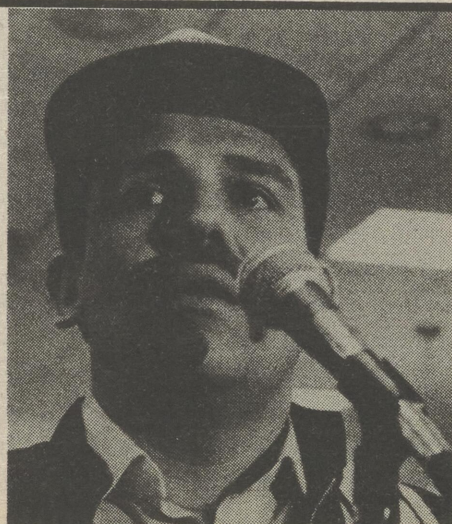
*Clint Bundy, Carl Subler
Local 79, Rex, Georgia*

I want to be at the Convention to tell people my story and show that through organizing and unity we can bring the rank and file back into the politics of the local union.

From New York

*Ed Hernandez, Yellow Freight
Local 707, New York*

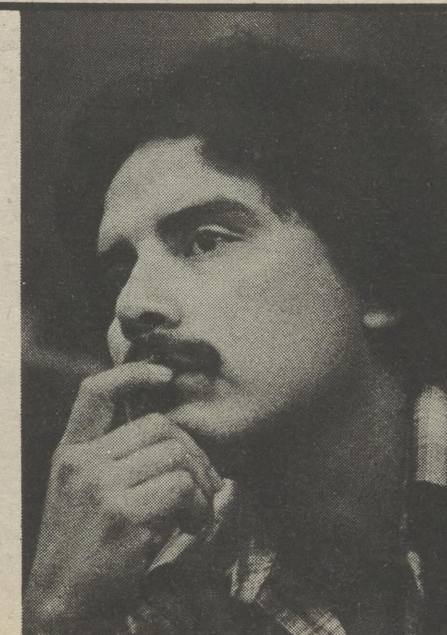
Here in Local 707 we have been fighting to stop the continuous recycling of casuals. We recently brought 12 union members to a Joint Panel hearing over this issue and plan to keep at it until we win. I will be at the TDU Convention in October to share our experiences with other Teamsters and learn everything I can. TDU is where it's at, and the Convention is the place to be on October 13 and 14.



From Texas

*Andy Ortegon, Ryder/PIE
Local 657, Laredo, Texas*

All members should get involved and attend the TDU Convention. It is a whole new world of learning and a chance for members to be aware of what is going on in other locals and at other companies. I attended in 1983 and had an incredible time. This year I know it is even more important because of the contract negotiations we all need to be ready for.



New Jersey Local 560

NEMF Subcontracting Snafu

Since 1977 New Jersey Local 560 has allowed New England Motor Freight (NEMF) to use non-union subcontractors for road, city and dock work. Only 14 of the approximately 100 employees are union.

But in 1983, Local 560 threatened to strike NEMF unless they agreed to follow the terms of the National Master Freight Agreement in full. In a suit filed by NEMF the company argued that Penn Yan and other freight companies had put pressure on Local 560 to bring NEMF into line. They claimed that the union was acting on the wishes of other area trucking companies who were feeling the pinch of NEMF's competition. Because of the special deal, NEMF was able to offer discounts and cutrates.

While the suit (#83-2853) has not yet been decided, the NLRB rejected charges filed by the company in 1983.

What is the real story here? Accord-

ing to Jersey Teamster and CF driver Frank Greco, "This thing started in 1977 and the local did nothing. Now the government is trying to put them in trusteeship and they start this action. Everybody in town knew what was going on, because the other carriers were facing NEMF's competition, and their big discounts were knocking the hell out of us and certainly helped to close down some of its competitors."

Greco also noted that while Sammy Provenzano—International Vice President, Eastern Conference official, Joint Council 73 President, Local 560 President and a member of the International Contract Negotiating Committee—and Local 560 took a hard stand on New England Motor Freight, they have done nothing to push the Joint Council or the International to end subcontracting violations of Articles 32 and 68 of the New York/New

Jersey supplement.

Article 68 is a detailed account of the extension of Article 32 as it's supposed to be applied. In Local 560's response in court they stated that Article 68 "sets the standards, restrictions and limitations regarding subcontracting for all companies alike." If you are filing grievances or need an interpretation of Article 32 or 68, write to TDU.

Meanwhile, as the company and union fight it out in court, the members are the ones really hurt by these kinds of deals. Once allowed to start, subcontracting spreads like cancer, going after hundreds of hard-fought union jobs. Where will it stop?

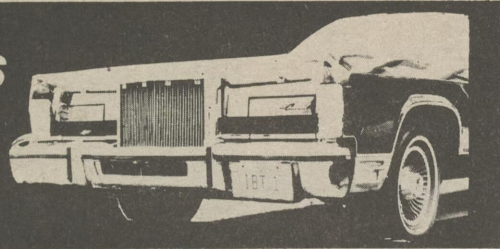
What is being done by the International? Joint Council 73, with Sammy Pro as president, is holding its state convention at a lavish hotel and casino in Atlantic City on August 27-30, with guest speakers International President Jackie Presser, Governor Kean and former governor Burn. Although the rank and file will pay for this extravaganza, it is doubtful that anything will be done about the subcontracting and sweetheart contracts.

This is just one more example of Teamster members competing against our own contract while our so-called representatives waste our dues money. Join TDU today.

TDU Constitutional Amendments

Notice: Proposed Amendments to the TDU Constitution may be submitted by any TDU member, but must be submitted to the TDU office no later than September 13, 1984 (30 days prior to the TDU Convention). They will then be submitted to the Convention for a vote, and if passed by a majority, shall become effective immediately.

**Your Dues
Pay for
This?**



Bane Back as BA—This Is a Union?

Pontiac Local 614 President John Walker claims he has brought former Local 614 Trustee Mike Bane back to work as a BA because of his experience. What kind of experience? Well, for starters, Mike got his start when his father headed the local. Then Bane, Sr., Mike's brother (then a BA) and Mike himself went to jail for embezzling union funds. This conviction barred Mike from union office for five years, so he took his "experience" elsewhere—to join management at Airport Limousine Service.

While at the company Mike helped ram through a contract paying bus drivers \$4.50 an hour. Yes, it looks like he's just the man for the job.

Former Cleveland BA Guilty of Extortion.

Former Cleveland Local 436 Business Agent John Trunzo has been found guilty of extortion and income tax evasion. Trunzo admitted to extorting \$21,800 from the head of the Economy Plating Company in 1979 by threatening labor difficulties if he wasn't hired as a consultant. Trunzo could serve two five-year prison terms on top of the present three-year sentence he is serving on a drug conviction.

Former Detroit Local 124 President Killed.

Ralph Proctor retired president of Detroit Local 124 was found shot to death on August 10 in what the police called a professional "hit." Proctor, a former confidant of Jimmy Hoffa and a figure involved over the years in power struggles in Local 299, had also been severely beaten several years ago by two unidentified men. Proctor had just retired earlier this year to "try something new." None of Proctor's family or friends know who he was supposed to be meeting the night of his death or what he could have done to prompt such retaliation.

Merger Wave Hits Southwest Local Unions

Three Arizona locals—104, 274, and 310—just merged in July, putting the majority of Arizona Teamsters into one local. The merged local is 104, and the members will automatically come under its bylaws. Tony Lock, Secretary Treasurer of 104, will head the large local. John Blake, former head of 274, will now head up the new Western Conference branch office in Phoenix.

Local 83, a construction and miscellaneous local in Arizona, was not included in the merger. Local 83 TDUer Jim Jeter said that, "The merger has been completed very fast," taking only a few weeks.

Colorado TDU believes that merger talks have also begun in Colorado behind the scenes involving Locals 435, 452, 537, 17, 961 and 13. A merger could result in one or two large locals in Colorado. If two are established, it might be a merger of 435, 452 and 537 on one hand and 17, 961 and 13 on the other.

This is speculation, however, as local officers have been ordered to keep the merger process secret from the membership.

Colorado TDU advises members to attend the next monthly meeting and demand information concerning potential mergers. We are entitled to know what is going on. Without information we are captives in the process, with information we can influence what happens.

—Colorado TDU

TDU Meets

Atlanta Area TDU

Saturday, August 25—3:00 p.m.
Edgemont Motor Inn
3140 Moreland Ave.
Conley, Georgia

Bay Area TDU Potluck

Saturday, September 15—6:00 p.m.
Oakland, Cal.
414-654-8121

BC/Yukon Area TDU

Thursday, September 6—7:30 p.m.
Rio Hall, 3325 Kingsway
Vancouver, BC

Chicago Area TDU

Sunday, September 9—1:00 p.m.
Cesar's Quality Inn
500 W. 79th St.
Burbank, IL
Film: Labor's Turning Point
Guest: Harry De Boer—1934
Minneapolis strike leader

Hudson Valley Area TDU

Saturday, September 8
9:00 a.m. and 3:30 p.m.
at Maybrook Firehouse
Maybrook, NY

Knoxville Area Teamsters

Sunday, August 26—Noon
Helma's Restaurant
Ashville Hwy, Route 11E
near 25 W

Marion Area TDU

Sunday, September 9—1:00 p.m.
Maybelline's Restaurant
South U.S. 37 Bypass
Marion, Indiana

St. Louis TDU

Saturday, September 22—2:00 p.m.
Finniger's Hall
8370 N. Broadway
St. Louis, MO
Guest: TDU Organizer Ken Paff

Staunton Virginia Area TDU

Saturday, October 6—7:30 p.m.
Weyer's Cave Fire Hall
(Exit 60, I-81)
Attorney will be present

Toledo Area TDU Steering Committee

Sunday, September 9—9:00 a.m.
4086 Rauch Rd.
Petersburg, MI

Tri-Cities Area Teamsters

Sunday, August 26—7:00 p.m.
Bonanza Restaurant
East Center Street in Kingsport
Tennessee

Twin Tiers TDU

Saturday, September 8—5:00 p.m.
Horseheads American Legion Hall
Horseheads, NY

Wilmington Area TDU

Saturday, September 15—1:00 p.m.
North Carolina
Watch for flyers of call TDU office
202-786-3707

West Virginia TDU

Sunday, September 9—2:00 p.m.
Ramada Inn 2nd Ave. and B St.
S. Charleston, W.V.

Is your Chapter having a meeting? If so, let us know ahead of time so that it will be in Convoy Dispatch.

Want a meeting in your area? Let the office know and we'll help set one up.

UPS Harassing Over Worker's Comp Claims

Unity Backs Fired Steward

When Hartford, Connecticut UPS management fired driver Tom Robidoux on July 12 they thought it would be business as usual—that either his discharge would be upheld at the panel, or that at most he would be put back to work with no backpay.

UPS had a lot at stake. He was fired for supposedly failing to follow proper safety methods. He had recently returned to work following an on the job back injury. Robidoux's firing was coldly calculated to discourage others from filing worker's compensation claims.

Drivers Filed Charges

Little did the company know that this time they had the tiger by the tail. Robidoux and another disciplined driver immediately filed suit in Superior Court with the help of lawyer Jim Kestell charging that UPS was in violation of a Connecticut law prohibiting employers from discriminating against employees who file for worker's compensation benefits.

In a strong show of solidarity over 40 Hartford drivers demonstrated in front of the UPS building. The demonstration showed UPS the support behind Robidoux and also drew excellent press coverage.

In the meantime, UPS tried to delay the court case by seeking to have the case remanded to federal court. As Robidoux stated, "This was without foundation in real law. It is a delay

tactic, nothing but a delay tactic, and we know we are going to win it."

On August 13 a federal judge rejected UPS's request, and ordered that the case be sent back to Superior Court. The hearing will take place on September 4 to determine if an injunction will be issued putting Robidoux back to work.

Meanwhile, Hartford drivers are sticking together. According to Robi-

doux, "If we didn't have the organization to respond we never would have gotten this far. They've gotten away with the same deal in the past, but they never expected that we would head for state court or that we would pull the demonstration. It caught them flat-footed."

A legal defense benefit was recently held for Robidoux and 200 drivers paid \$12.00 each to attend.



Vince Meredith, UPS Steward
Local 89, Louisville, Kentucky

Any UPS employee who looks at the way the International Union handled this contract extension should know why we need to organize ourselves. That's why I'll be at the Rank & File Convention in October.

Continued from page 1

the company's mercy and can stand strong against Presser's tricks.

And when there's national organization like TDU, communications can be extended, as well as back-up and legal services provided.

This is what TDU is dedicated to. Plans for the future will be presented and considered at the Rank and File Convention on October 13 and 14 in Chicago.

Hang UPS News of UPS Workers

D.C. Drivers Boycott "Challenge of the 80s."

It's that time again, the bombardment of "beer and pizza" get togethers and "Challenge of the 80s" meetings has started. Local 639 members out of the Washington, D.C./Baltimore area recently let management know what they think of it all: only five drivers showed up at the Challenge of the 80s meeting.

What Is the Real "Challenge of the 80s?"

UPS might have a different opinion, but it seems like the real challenge of the 1980s is how a company making nearly half a billion in clear profits can convince everyone they cannot restore the cost of living clause or grant a single improvement in conditions, benefits or fairness.

Why Wait?

Last month we reported that part-time drivers are on the road in Portland, Oregon. This month reports from Youngstown, Ohio and Houston tell of part-time drivers working out of their centers. "Hands off" is clearly the message from Dan Darrow and the International Union. No wonder UPS feels free to say "Why wait? Let's get what we want now."

Grievance Won on Workman's Compensation Problem.

A grievance filed by a Philly Local 623 member on loss of vacation pay while he was out on workman's compensation has been successful. The arbitrator ruled that vacation pay should be paid, and the member received his money. Had a similar problem? Remind UPS of this decision.

Everything's Allright — Or is it?

Lamar Mathis, Georgia Local 728 Business Agent, stated in a recent meeting with drivers that he knew exactly what UPS Teamsters want: "Money and better language on vacations—everything else is fine." Isn't it good to know that we have someone so well informed on our side? Just one question to Mr. Mathis: How many times have you been ridden by a supervisor?

Part-time Drivers Spread in Houston.

We read with interest the article in the June *Convoy Dispatch* about part-time feeder drivers in Houston. We were unaware of their problem, just as they were probably unaware of ours, even though we are in the same building.

In some package delivery centers in Houston the NDA drivers are also being used to deliver second Day Air and even regular ground packages. These drivers are being sent out with packages that didn't get loaded on the regular driver's car. Or could it be that it's just cheaper to deliver any package at \$7 per hour than at union scale?

One center in our building started out with one part-timer but now has three. What we wonder is, has the NDA volume also tripled in the same nine months? When will it stop?

Meanwhile, these part-time drivers are starting to quit since the promised "carrot" of going into fulltime has been denied, and the \$28 per day they make on average is not enough to keep them there. Maybe our only hope will be that these drivers quit faster than they can be replaced or added to.

—Concerned Houston Drivers

Philly Supervisors Hit with Warning Letters.

Having a problem with your supervisors? Take an example from a Local 623 Business Agent who has started issuing warning letters to supervisors, presumably for their failure to follow "correct" methods. Copies of the letters go to UPS Headquarters in Connecticut, the International Union and the Eastern Conference of Teamsters.

Sacramento Members Defend Fired Driver.

On July 26, 1984 Patrick Brennan, a nine year UPS package car driver, was fired in the middle of his route for what the company called "gross insubordination—refusing to follow instructions." His keys were taken, he was "arrested" by the company supervisor in the presence of customers and was taken to the center terminal in a management car. His crime? Refusing to drive unsafely. He had been pushed time and again to drive faster while Patrick explained to the supervisor riding with him that it was unsafe to do so. Patrick's delivery area is a residential zone with lots of children.

Sacramento TDU is planning a petition campaign and will do everything in its power to fight for Patrick's job.

West Coast Grocery Negotiations

Talks Stall, Safeway Leases

The northern California grocery agreement has stalled against a backdrop of Safeway leasing out their Sacramento distribution center.

The multi-union bargaining committee has filed unfair labor charges against Lucky's, Safeway and Alpha Beta for not bargaining in good faith. In addition, a 60 day extension of the August 1 deadline is in effect.

The center of attention now is the development in Sacramento where Safeway is leasing their facility and trucks to Mountainside Transport, a subsidiary of Transco. Safeway is aiming to make Local 150 drivers and the warehouse workers (represented by ILWU Local 17) the weak link on the union side. They had been threatening to close the Sacramento center, for months until they signed with Mountainside at the last minute before the contract expired.

Soon after, the Western Conference, JC 7 and Local 150 signed a one year agreement with Mountainside that maintained some benefits but also granted concessions in sick days, contract language, work rules, vacations and holidays.

At the warehouse, ILWU Local 17 signed an incredible 5 year no-strike agreement with a three dollar an hour wage cut. This will make strike action less effective if the remaining northern California locals choose to strike.

Safeway has taken a confrontational attitude in other areas also. In Local 853 Safeway is taking a pro-union arbitration decision (concerning a new non-union salvage warehouse in 853's

jurisdiction) to court.

In Local 315 Safeway wants to dump the permanent arbitrator, because of some of the pro-union decisions he has made.

At their Richmond facilities Safeway is training managers to get big rig Class 1 drivers licenses.

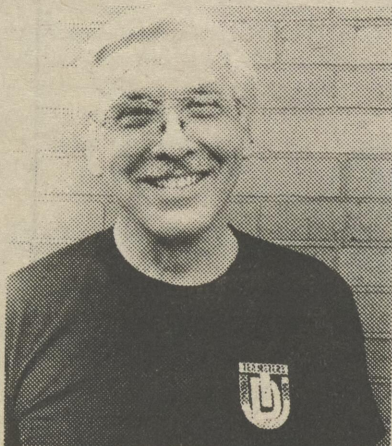
Meanwhile, Lucky's in Vacaville continues a productivity and incentive (speed up) program as it ignores the grievance process, daring Local 490 to take strike action, and it recently issued a letter to workers belittling the

negotiations.

As *Convoy* goes to press, the negotiations are in a holding pattern. According to one official, the locals have gotten assurances from the Western Conference for full support, unlike 1978, and the main issue will center on job security.

It is clear that the grocery chains are positioning themselves to wrench concessions out of northern California Teamsters who are now facing their toughest task since the five month 1978 strike.

New TDU T-Shirts Available!



Summer is here and it's T-Shirt weather. We have new T-Shirts that display the TDU emblem on the left front of the shirt. They are stylish, durable and let you show your pride in TDU. Price is only \$6.00. Order yours today!

Red: Sm.____ Med.____ Lg.____ Xlg.____

Black: Sm.____ Med.____ Lg.____ Xlg.____

Lt. Blue: Sm.____ Med.____ Lg.____ Xlg.____

Dk. Blue: Sm.____ Med.____ Lg.____ Xlg.____

Burgundy: Sm.____ Med.____ Lg.____ Xlg.____

Some colors not available in all sizes; please indicate second choice.

Total shirts ordered _____ Amount enclosed _____

Name _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, MI 48210

Roadway Update

Committee Rules on Counseling

Nearly five months ago Nashville, Tennessee Roadway dock worker Roy Chittum refused to participate in production "counseling" without a steward present. Roadway, which claims production counseling is unrelated to discipline, fired him.

But in August he is back to work, with full back pay. Here's how the grievance went. It was heard at the Southern JAC (in Biloxi, Miss.), and deadlocked. Then it went to the deadlock committee in Miami and was sent back to the JAC, where it deadlocked again. The deadlock committee then sent it on to the National Grievance Committee in Washington. In early August the national committee deadlocked it. This gave Local 480 the *right to strike* as all steps of the procedure were deadlocked. Roadway then agreed to take him back, with full back pay.

Leasors in Stroudsburg

Stroudsburg, Pennsylvania Local 229 held a meeting on August 22 on the use of leasors to displace road drivers. About 100 Roadway Teamsters attended. Forms were distributed by the local to log the time in, time out, trailer number and destination of all leasors coming in. It's a start, but a weak one. Better would be getting locals together to demand that the national grievance committee overturn the CF decision made this month.

UPS Teamster Runs Marathon To Raise Money for TDU

Jim Clark, a 34 year old UPS package car driver and TDU member from Boulder, Colorado, is also a marathon runner. UPS tries to help his training program by loading his route up with stops, but Jim does all his running on his own time. Concerned with Presser's just-announced, secret UPS contract proposal and its total failure to address any issues or problems at UPS besides money, Jim has already sent in his registration to attend the TDU Rank and File national convention in Chicago on October 13-14.

After the Convention Jim will be staying in Chicago to visit his family and run in the Americas Marathon—a 26 mile race. Jim would like to take advantage of the marathon to raise a little money for TDU. He is asking that members and supporters of TDU sponsor him in the marathon and pledge a certain amount of money per mile. All of the funds raised will be divided equally between the national TDU office and the chapter that Jim is active in, Colorado TDU. For example, a \$1 pledge would raise a total of \$26. Let's help Jim cross the finish line and run for TDU.

Make your check payable to the Teamster Rank and File Education and Legal Defense Foundation (TRF). All payments to TRF are tax-deductible.

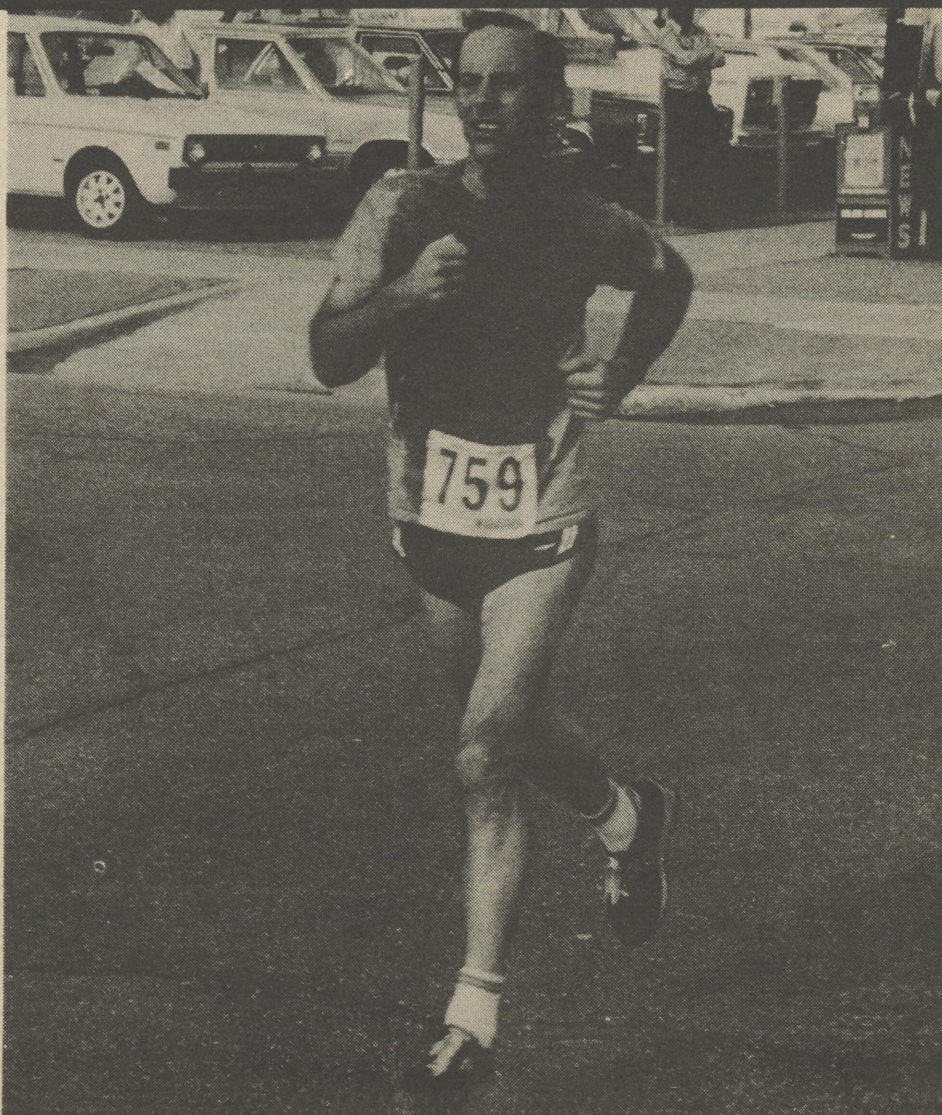
I pledge _____ per mile (x 26) Total enclosed \$ _____

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Send to TRF, Box 10303, Detroit, MI 48210.



UAW and Mine Workers Push for It:

Shorter Work Week Would Save Jobs

In one of his first actions as president, Jackie Presser last July laid out his scheme to put "our men back to work," by granting the employers concessions in the "Relief Rider" to the NMFA. It's purpose was to make the employers more competitive with non-union companies. Of course as we all know the members disagreed and told Jackie where he could put his rider.

But are there any positive steps that could be taken to put members back to work and preserve union strength? There are, but we have to go all the way to Germany to find a union that is putting them into practice.

This year the West German metal workers union, IG Metall, also faced the problem of unemployment. Their solution was to strike for a shorter work week (35 hours) with a pay increase. Many of the West German unions supported them and after seven weeks they won a 38½ hour work week and a 5.5% wage increase. This was in the face of stiff opposition by the employers and Chancellor Helmut Kohl. Other German and European unions are now following the metal workers' lead as they go into negotiations.

Fight for Eight Hour Day

Almost 100 years ago, in 1886, the American Federation of Labor called for a nationwide strike on May 1 to win the demand for an eight hour day. The

movement for a shorter work week was so popular that by April 1886, one month before the proposed strike, 30,000 workers had already been granted the eight hour day.

On May 1 workers in every industrial center laid down their tools and marched together in one of the most impressive displays of solidarity ever. An estimated 350,000 workers were on

day and 40 hour week. With many road drivers laid off, those working find themselves putting in 60-70 hours a week, and forced overtime is a fact of life for many other Teamsters.

UAW Pushing for Shorter Work Week

Both the United Automobile Workers and the United Mine Workers are going into negotiations this year and

use of non-union operators:

1. *Stop forced overtime and 70 hour logs.*

The NMFA and several other major contracts will soon be negotiated. Why not include a clause making overtime work and dispatches strictly *voluntary* so that those who want time with their families or who want to help their laid off brothers and sisters could refuse the overtime?

The demand for a shorter work week could also be taken to Washington with the Teamsters leading the way with their huge stockpile of DRIVE money being put to good use for a change. A bill against compulsory overtime was introduced in Congress but it died in committee for lack of support.

2. *Stop double breasting and the use of non-union operators.*

The International Union has stood by while company after company has opened scab divisions, and they have now given the green light to CF to use owner operators whenever they please. Article 32 is strong contract language. It should be improved and enforced.

These are non-monetary contract demands that could help our union tremendously, and the German metal workers have shown that it can be done. But it is up to us, the members, to take the lead. If you agree, join TDU today and help us make the union strong.

Positive steps could be taken to put Teamsters back to work. For starters all overtime could be made voluntary and double breasting and the use of non-union brokers stopped.

strike, and some 185,000 of those immediately won the eight hour day. Close to 200,000 others had their workday reduced from 12 hours or more to nine to ten hours. This victory proved to be a powerful organizing tool as thousands chose to join unions.

Today many Teamsters still find themselves hoping for the eight hour

both are laying proposals for a shorter work week on the negotiating table. This is clearly a sensible and winnable demand that could help thousands of Teamsters as well, if the International would push for it.

Here is a proposed program for putting our members back to work and stopping "70 hour slavery," and the

Officials and Members Discuss '85 Contracts

Meeting Prepares for Contracts

In Jackie Presser's home town of Cleveland, Teamsters are getting ready for the 1985 contracts. On August 18 they held a unity meeting, where over 125 freight and UPS Teamsters heard local officials speak on the contracts. Cleveland Local 407 members were joined in the discussion by delegates from Toledo, Youngstown, Akron, Columbus and Detroit.

Ron Carey, president of the largest UPS local in the country, Local 804 in New York, spoke on the UPS contract. Local 371 Vice President Gene Fort outlined issues in next year's Master Freight Contract. Cleveland Local 407 President Sam Theodus was also on hand to lend support.

UPS Teamsters spoke out angrily at the meeting because news had just leaked out about Presser's secretly negotiated extension of their contract. Steward Joe Pierani said, "I'm an optimist. I have to be one to be a steward at UPS. This game isn't over. When you're up to bat, even when the team is losing, you take your cuts and give it all you can. We've got to fight and we can do it."

Local Officers Should Take Stand

On the proposed UPS contract extension, Carey asked, "If this is voted down and they go back to the table, how could UPS take any money off their first offer? What are they

going to say, that they can't afford it any more and they were just kidding before?"

He also pointed out that local officers should take a stand. "The worst thing about the contract is that it will allow local officers to point their finger at Washington and say 'Blame them, don't blame me, I didn't negotiate the contract.' But if you are elected to represent people you have to be accountable to those people."

The next day, Local 407 held its official meeting on the proposed UPS contract extension. All present voted to tell the International that Local 407

members want the deal taken back and renegotiated.

Need to Prepare

Gene Fort stressed the need for language improvements in freight on job security and job protection, in addition to wage and COL improvements. (For more on this, see article on page 11.)

Every speaker emphasized the importance of keeping the members informed about the contracts through meetings like the one in Cleveland throughout the country.

The Cleveland meeting was a big

step forward in this process, showing that even at this early date members want to start working for a decent contract. Members from other locals commented on how good it felt to participate in the meeting. As one driver from Local 20 pointed out, "This was one of the best union meetings I've been to. You felt free to speak out and take part."

Local 407 DFS-Leaseway steward Sandy Pope suggested that the next place to meet to make plans on the NMFA would be at the TDU Rank and File Convention on October 13 and 14 in Chicago.



Carhaul Notes:

Employers Broaden Running Mile Attack

Over the last year and a half carhaul management has established some running mile programs under a ten point set of guidelines. Now the companies have shown that they regard these guidelines as little more than a way to get their foot in the door to more extensive use of running mile.

During June and July they have tested the water by presenting cases which go far beyond the existing guidelines, watching to see how far the union will let them go.

Anchor-Leaseway made a one page request on July 26 for running mile relief on all trips over 750 miles one way in which one leg of the trip involves transporting government units. All trips under 750 miles would be full rate/half rate, yet unlike previous relief requests Anchor does not specify particular runs or destinations. Instead of involving an equalized haul between two locals, this is a blank check that covers 16 locals that Anchor operates out of. These include locals 614, 580, 377, 449, 170, 294, 326, 391, 445, 557, 560, 648, 687, 822 and 135.

There is no indication that the one leg of government traffic will not be matched with traffic that normally would have been hauled fullrate. The company has not even pretended to comply with the provisions of Article 22 which require consultation with the locals involved.

In all of these ways this request violates the guidelines set down in January, and this is the clear lesson of

their relief request on all government units.

In case #605 heard at the June Central-Southern Panel, Complete made a request for a three way running mile deal between Shreveport, Louisiana, Atlanta, Georgia and Flint, Michigan. Since all three locals are opposing the deal it is reportedly on the back burner. But this request also points out the direction that the companies are moving. On a three way

a mountain of trouble building in terminals across the country. Detroit Local 299 was forced to take up the panel's time with a claim for 37 minutes of pay for a Commercial Carriers driver out of Dearborn.

At Commercial in Dearborn, as at other terminals around the country, management is simply refusing to settle grievances. There are presently over 1,000 unsettled grievances in Dearborn and there would probably be

drivers.

The companies intent is clear: it may not be possible for one local union to take 1,000 grievances to the panel, and simply processing them floods the stewards and committee-people with paper work.

But there is one step that would immediately raise the companies respect for the contract and the union. In cases where the company repeats the same abuse dozens of times, and where the grievances have been won in past cases the International could inform the company that they are failing to abide by a decision of the grievance committee and therefore are subject to the legal strike provisions of Article 7.

Petty Theft at Complete Auto Transit in Flint, Michigan

Repeated dishonesty, theft and fraud by employees of Complete Auto Transit would certainly lead to massive discharges which would be upheld by the Union. But management has a scam which is stealing thousands without so much as a slap on the wrist. Here's how it works: when employees protest a pay shortage they are assured they will be paid. Then the company doesn't pay the money and contests any grievances filed as being untimely. Although many of the pay shortages are small, it adds up to thousands of dollars. It seems unlikely that management sees this theft program as part of their effort to improve the "quality of work life."

Jim Carothers, Commercial Carriers Local 299, Detroit, Michigan

I think there is a special reason for carhaulers to be at the TDU Convention. I am convinced that if we are silent we will see more takeaways in our contract, but that if we do organize we can have a big impact on getting a better contract. But it all starts at the TDU Convention and that's why we need to be there for the special carhaul meeting.

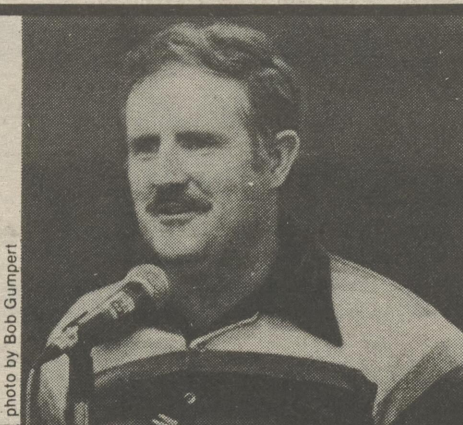


Photo by Bob Gumpert

haul there is a lot of shorter traffic that could be diverted into running mile and still total 1500 miles for the whole trip.

These specific requests for relief may not be approved or implemented, but what is important for carhaulers is to learn what future directions the companies might take.

Another case at the Central Southern Panel was a tiny one, but it reveals

1,000 more if drivers were not so disgusted with management's ability to flaunt the contract—particularly when drivers can be fired for the tiniest and most technical violation.

Regardless of the facts, excess loading pay and delay and waiting time are routinely denied or cut in half. Grievances against these abuses have been won but management just continues doing the same to other

JOIN TDU

TDU was there when you needed information on the Relief Rider. TDU was there to explain and organize against Presser's latest secret deal at UPS. And TDU will continue to provide the rank and file with quick reliable information, education, and organization whenever it's needed. Isn't it time that you joined the thousands of other Teamsters working for better contracts, a better union, and a better life?

TDU Membership Application

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and union officials.)

National Meeting Set on Carhaul Contract

The monopolization of the carhaul industry has continued. The companies' increased power and coordination has been shown in their aggressiveness towards carhaul Teamsters and their local unions. Management is certain to enter contract talks with the goal of further overhauling our contract.

Teamsters in carhaul have the power to stop this. The industry is still 100% union, and the economic recovery gives us the bargaining clout that we did not have in 1982. However, the International won't fight unless pushed to do so by the members. Fortunately, the basic nationwide network of TDU carhaulers has stayed solid through the lean years of depression and recently very encouraging signs of interest are showing up.

In some areas increased resistance of local union officials gives the members the hope of developing some outspoken allies. It will take more than angry words to improve our contract.

Need Plans Now

Waiting to vote "no" on a bad contract next June won't be enough. Rank and file carhaulers need to start now. We need to work out clear and realistic contract proposals to correct the most serious problems in our present contract. We need to inform

and unite carhaulers from coast to coast. That's what it will take to impress the employers and our top union officials.

The Rank & File Convention in Chicago on October 13-14 is the place to start. The Convention will include two special meetings for carhaulers. Carhaulers from around the country will be able to work up proposals, motions for local union meetings and plans for spreading the word to other carhaulers.

If you are a carhauler who cares about your future, here are some things you should do now: 1) Register now for the TDU Convention. There is a \$10 discount for early registration. Priority points can reduce the cost of your room at the Holiday Inn Convention site. 2) If you can't attend yourself, take a collection to help a delegation from your terminal come. 3) Discuss with your co-workers what kind of changes we need in the next contract. Writing these ideas to the Carhaul Coordinating Committee in advance will help to organize the discussion. 4) Contact us to get a bundle of *Convoy Dispatch* so you can help spread the word to other carhaulers in your terminal and on the road. Contact: Carhaulers Coordinating Committee, Box 10128, Detroit, MI 48210.